

# MISSOURI STATE BOARD OF NURSING NEWSLETTER

*The Official Publication of the Missouri State Board of Nursing with a quarterly circulation of approximately 97,000 to all RNs and LPNs*

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## Message From the President

by Cordelia Esry, PhD, RN  
President, Missouri State Board of Nursing

It is time once again to prepare the newsletter which you all receive. It is a great opportunity to communicate with you, but there is so much going on that it is difficult to pick a topic.

We could spend column after column talking about the changes which have occurred since September 11, but that would be redundant. Primarily the things which have affected you have also affected each member of the Board and the other 93,000 licensees. Travel was disrupted; it is now questionable for each of us as we ponder the risk and timeliness of both departures and arrivals. Schedules were adjusted and national meetings rescheduled; as we reflect on our problems though they are so very minor compared to the loss of life and the major challenges for the citizens of New York City and the families of the people on the hijacked planes. The only thing that we were asked to do as the MSBN was



**Esry**

to cooperate with the American Red Cross as they used licensed personnel across state lines in the securing of blood donations. Thanks to all of you for being willing to help in any way that you could. The tremendous monetary response of this country to the needs of the victims through the American Red Cross has been nothing short of phenomenal.

The second thing I will just mention is the responsibility of the Board in employer-employee relationships. The Board has authority specifically granted by the Nursing Practice Act and Rules and Regulations. The Board's authority does not extend to employer-employee relationships such as staffing issues, salary and working conditions. The Board encourages both nurses and employers to be aware of the Nursing Practice Act, including the grounds for discipline, and to make appropriate reports to the Board when necessary. Conduct which is not actionable by the Board is most appropriately addressed by the employer or nurse consistent with employment laws, rules and policies.

We trust that you are meaningfully engaged and are dealing professionally with the challenges which you face every day in your chosen line of work. If you have any questions for the Board, please do not hesitate to call us at 573-751-0681.

## "Nurses - Making a Difference, One Life at a Time"



Missouri Nursing Coalition Press Release  
September 21, 2001

Jefferson City, MO — During the past 12 months, Missouri has experienced a decline of 10,000 nurses available to provide quality care to Missouri citizens. According to the Missouri State Board of Nursing, the number of registered nurses licensed to practice in Missouri has dropped 9.6 percent during the past fiscal year. As of June 30, 2001 there were only 68,598 RNs as compared to 75,849 licensed on June 30, 2000. Licensed practical nurses also saw an 11.6 percent decrease after their biennial renewal in 2000. As of June 30, 2000 there were only 20,926 LPNs as compared to 23,683 licensed on June 30, 1999.

Cordelia Esry, Ph.D., RN, and President of the Missouri State Board of Nursing said "It will take an array of solutions and the concerted effort of many stakeholders if we are to rectify the issues that have contributed to this present dilemma." Dr. Esry continued, "We must seek joint efforts with creative solutions to ensure the future of safe patient care."

To kick off a campaign to improve the image and visibility of nurses in order to recruit and retain nurses, the Nursing Coalition sponsored a contest during national Nurses' Week in May.

"Nurses – making a difference, one life at a time" is the

winning slogan chosen by the Nursing Coalition. The slogan created by Valerie Lyon, RN, at Capital Region Medical Center's intensive care unit in Jefferson City will be featured by the Nursing Coalition in publications and advertising campaigns over the next year. Lyon's slogan was chosen from over 285 entries submitted during the contest.

As a result of a house fire when she was 12 years old, Lyon lost both of her parents and was hospitalized along with her four brothers. According to Lyon, "The excellent care I received in the hospital inspired me to pursue a career in nursing, where I could make a difference, one life at a time."

In April 2001, over 150 nurses attended a statewide Nursing Summit, "Managing the Nursing Shortage and Staffing Issues," where participants discussed recruitment and retention strategies and ways to manage the nursing shortage in Missouri. As a result of this summit, the nursing profession has joined forces through the Nursing Coalition to elicit support from numerous nursing, community and business organizations and associations to continue a campaign to increase the number of nurses in Missouri. One of the strategies of the campaign will be to target middle school and junior high school age children using the winning slogan for promotional and awareness materials as well as educational programs.

Missouri is in the midst of a nursing shortage that is projected to intensify as baby boomers age and their need for health care grows. The Missouri Nursing Coalition, representing the interest of nearly 90,000 nurses in the state of Missouri, will continue to seek and advocate for solutions to meet the projected demands for additional nurses in order to provide access to quality patient care for all Missourians now and in the future.

The Missouri Nursing Coalition, representing the Missouri League for Nursing, the Missouri Nurses Association, the Missouri State Association of LPNs, the Missouri Organization of Nurse Executives and the Missouri State Board of Nursing, recognizes the challenge this shortage presents to meet the demands of providing quality nursing care while continuing to provide access for all Missourians.

**GOVERNOR**  
The Honorable Bob Holden

**DEPARTMENT OF ECONOMIC DEVELOPMENT**  
Joseph L. Driskill, Director

**DIVISION OF PROFESSIONAL REGISTRATION**  
Marilyn Williams, Director

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**ACTING EXECUTIVE DIRECTOR**  
Lori Scheidt, BS

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## SCHEDULE OF BOARD MEETING DATES THROUGH 2002

December 4-6, 2001

March 20-22, 2002

June 4-6, 2002

September 4-6, 2002

December 3-5, 2002

All meetings will be held at the Harry S. Truman State Office Building, 301 West High Street in Jefferson City, Missouri. Photo ID is required.

If you are planning on attending any of the meetings listed above, notification of special needs should be forwarded to the Missouri State Board of Nursing, PO Box 656, Jefferson City, MO 65102 or by calling 573-751-0681 to ensure available accommodations. The text telephone for the hearing impaired is 800-735-2966.

Dates, times and locations are subject to change. Please contact the Board office for current information.

### DISCLAIMER CLAUSE

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### **IMPORTANT TELEPHONE NUMBERS**

**Division of Aging (nurse aide verifications and general questions)** 573-526-5686

**Missouri State Association for Licensed Practical Nurses**

(MoSALPN) 573-636-5659

**Missouri Nurses Association (MONA)** 573-636-4623

**Missouri League for Nursing (MLN)** 573-635-5355

**Missouri Hospital Association (MHA)** 573-893-3700

## Licensure Statistics

by Lori Scheidt, BS  
Acting Executive Director

The Missouri State Board of Nursing is a member of the Missouri Nursing Coalition. This organization is comprised of members of the Missouri State Board of Nursing, Missouri League for Nursing (MLN), Missouri Association of Licensed Practical Nurses (MOSALPN), Missouri Organization of Nurse Executives (MONE), Missouri Hospital Association (MHA) and the Missouri Nurses Association (MONA). In this newsletter, you will find a press release from the Missouri Nursing Coalition that announces the winner of a nursing slogan contest and provides further information on the Coalition's future plans.



**Scheidt**

The following statistics are being provided to show the decline in the number of nurses in the State of Missouri.

The number of students entering nursing programs has significantly decreased, as evidenced by the charts below.

LPN Number of Students Tested/Passed in Missouri		
	Number Tested	Number Passed
FY 96-97	1310	1146
FY 97-98	1148	996
FY 98-99	1077	936
FY 99-2000	1058	876
FY 2000-2001	946	848

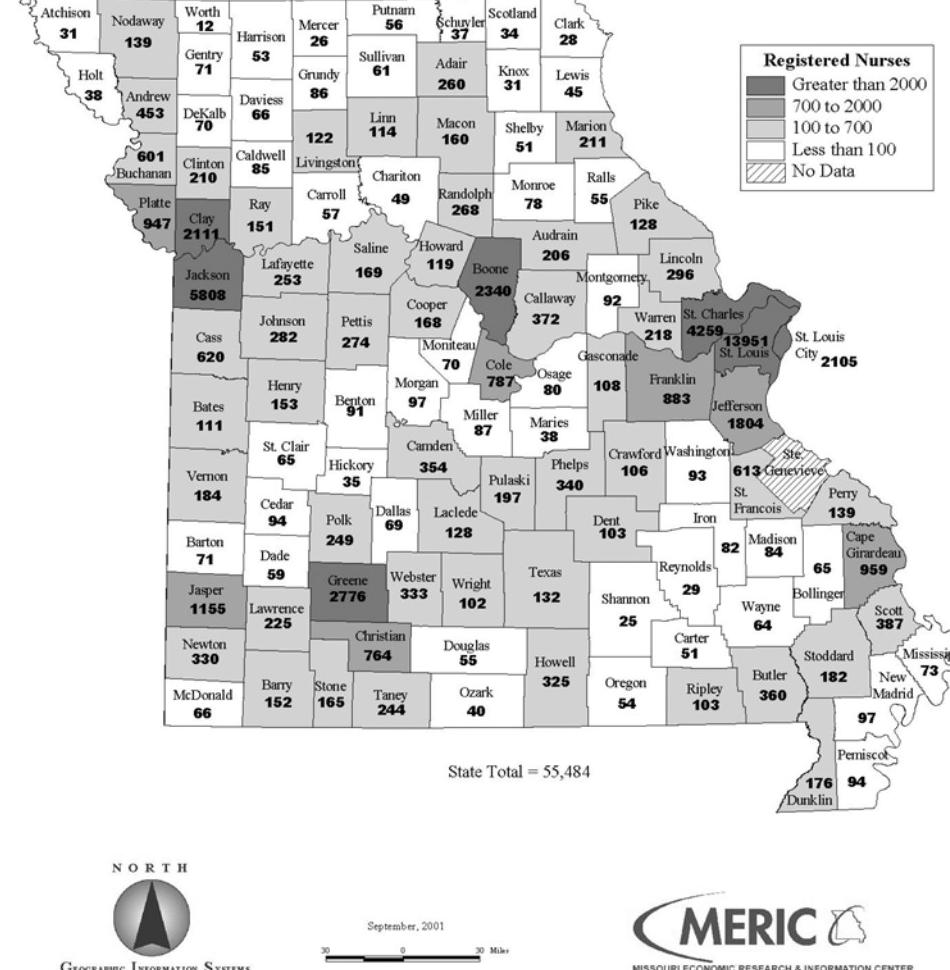
RN Tested/Passed in Missouri		
	Number Tested	Number Passed
FY 96-97	2547	2161
FY 97-98	2284	1921
FY 98-99	2060	1678
FY 99-2000	1866	1563
FY 2000-2001	1660	1413

In the past, the Board of Nursing has seen the number of nurses increase by 1 to 2% per year. That has changed. From fiscal year 1999 to fiscal year 2000, we saw a 5.8% decrease in the number of currently licensed LPNs. We saw a 10% decrease in the number of currently licensed RNs in Missouri from the 1999-2001 renewal period to the 2001-2003 renewal period.

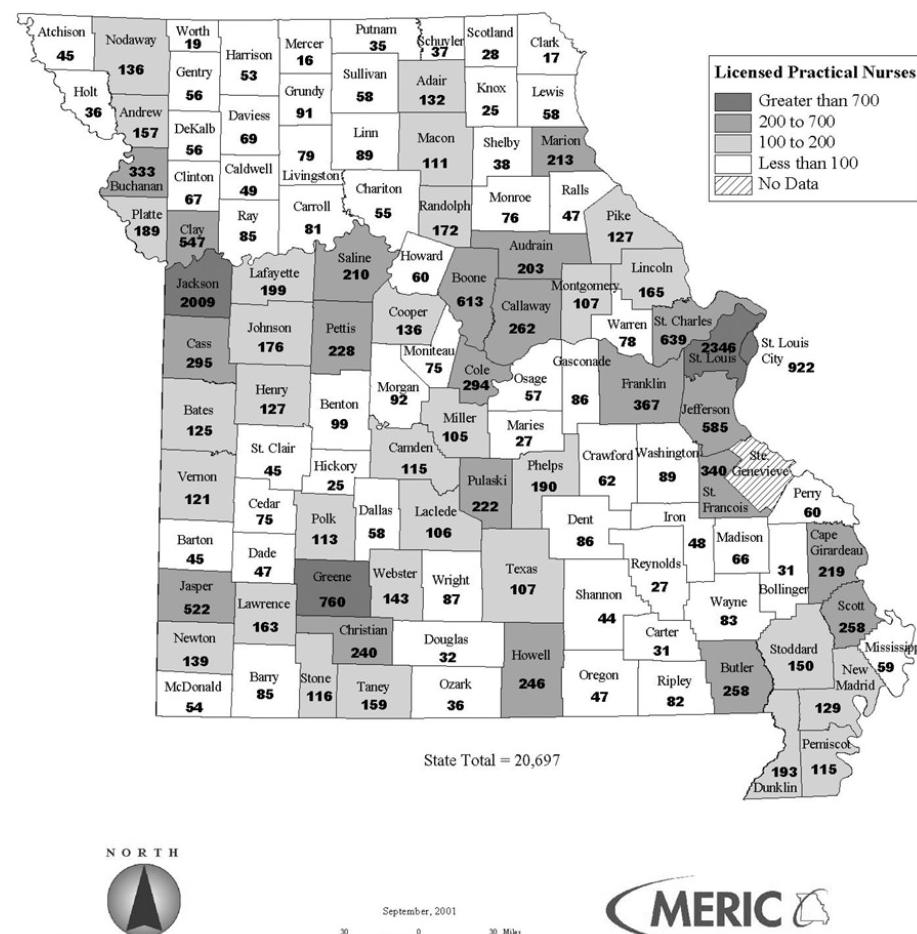
Active Nurses in Missouri		
	RN	LPN
FY 95-96	66100	21500
FY 96-97	64368	21482
FY 97-98	71944	21750
FY 98-99	68801	23683
FY 99-2000	75849	22296
FY 2000-2001	68435	23426

The maps show the number of licensed nurses in each Missouri county.

## Registered Nurses by County



## Licensed Practical Nurses by County



## Number of Nurses Currently Licensed in the State of Missouri

As of October 15, 2001

Profession	Number
Licensed Practical Nurse	24,101
Registered Professional Nurse	70,827
Total	94,928

## Robin Vogt Appointed to National Committee

Robin Vogt, MSN, RN, FNP-C, has been appointed to National Council of State Boards of Nursing's Nursing Practice, Regulation and Education Committee.

Ms. Vogt graduated from Burge School of Nursing/Drury College in 1982. She received her BSN from New York Regents in 1995 and a Masters of Science in Nursing/Family Nurse Practitioner from Clarkson College in 1997.

Robin is presently employed by Royal Oaks Hospital in Windsor, Mo., as a Board recognized Family Nurse Practitioner.

She has worked in a variety of settings including that of a neonatal flight nurse, a trauma nurse coordinator, a cardiac rehabilitation nurse, an adult ICU nurse, and an emergency room nurse.

Governor Mel Carnahan appointed Robin as a Board member on August 27, 1997. She served as President of the Board for fiscal year 2001. She presently serves on the Licensure, Practice, Executive and Finance Committees. Robin also is a member of AACN and American Academy of Nurse Practitioners.

Robin resides in Versailles with her husband Rodney and three children; Joshua, Lindsey and Abby.

The National Council of State Boards of Nursing, Inc., (National Council) is a not-for-profit organization whose



Vogt

membership is comprised of the boards of nursing in the 50 states, the District of Columbia, and five United States territories—American Samoa, Guam, Northern Mariana Islands, Puerto Rico and the Virgin Islands.

The mission of the National Council of State Boards of Nursing is to lead in nursing regulation by assisting Member Boards, collectively and individually, to promote safe and effective nursing practice in the interest of protecting public health and welfare.

The purpose of the National Council is to provide an organization through which boards of nursing act and counsel together on matters of common interest and concern affecting the public health, safety and welfare, including the development of licensing examinations in nursing. The major functions of the National Council include developing the NCLEX-RN® and NCLEX-PN® examinations, performing policy analysis and promoting uniformity in relationship to the regulation of nursing practice, disseminating data related to the licensure of nurses, conducting research pertinent to the National Council's purpose, and serving as a forum for information exchange for National Council members.

## **Lori Scheidt Receives Outstanding Contribution Award**

The National Council of State Boards of Nursing (NCSBN) honored its outstanding contributors to public health through nursing regulation during NCSBN's August 7-11 annual meeting in Pittsburgh (see [www.ncsbn.org](http://www.ncsbn.org)).

**Lori Pierson Scheidt, BS, Acting Executive Director of the Missouri State Board of Nursing** received the Outstanding Contribution Award. This award is for member board staff who have made significant contributions of time and effort toward National Council initiatives.

Ms. Scheidt has been employed by the Missouri State Board of Nursing for over 15 years and has served on the NCLEX® Evaluation Task Force and Examination Committee and currently serves on the Test Service Technical Subcommittee. She is described as "always willing to go the extra mile," assertive, positive and vigilant for solutions. Ms. Scheidt holds an Associate in Arts degree from Columbia College and a Bachelor of Science in Computer Information Management from William Woods University. Cordelia (Dee) Esry, Board of Nursing President, Robin Vogt, Board of Nursing Immediate Past-President, Richard Pierson (father) and Jackie Conroy (niece) were present during the awards ceremony.

## Nursing Shortage Fact Sheet

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The United States is in the midst of a nursing shortage that is projected to intensify as baby boomers age and the need for health care grows. Compounding the problem is the fact that the pipeline of new nurses is shrinking with enrollments at nursing colleges and universities now in a six-year decline.

The American Association of Colleges of Nursing (AACN) is concerned about the nursing shortage and is working with member schools, policy makers, kindred organizations, and the media to bring attention to this health care crisis. AACN is directing its efforts toward enacting legislation, identifying strategies, and forming collaborations to address the nursing shortage.

To keep AACN members, the media, and other stakeholders abreast of current statistics related to the shortage, this fact sheet has been developed and will be updated on a regular basis. A companion [Web resource](#) has also been created.

### Current and Projected Shortage Indicators

- According to American Hospital Association's June 2001 *TrendWatch*, 126,000 nurses are current-

ly needed to fill vacancies at our nation's hospitals. Today, fully 75% of all hospital personnel vacancies are for nurses. [www.aha.org](http://www.aha.org)

- According to a study by Dr. Peter Buerhaus and colleagues published in the *Journal of the American Medical Association* (June 14, 2000), the U.S. will experience a 20% shortage in the number of nurses needed in the U.S. health care system by the year 2020. This translates into a shortage of more than 400,000 RNs nationwide. <http://jama.ama-assn.org>

- According to the National Council of State Boards of Nursing, the number of first-time, U.S. educated nursing school graduates who sat for the NCLEX-RN®, the national licensure examination for all entry-level registered nurses, decreased by 26% from 1995-2001. A total of 25,046 fewer students in this category of test takers sat for the exam in 2000 as compared with 1995. [www.ncsbn.org](http://www.ncsbn.org)

### Number of Candidates Taking the NCLEX-RN® Exam

First-Time, U.S. Educated Candidates Only					
Program	1995	1996	1997	1998	1999
Diploma	7,335	6,346	5,240	3,978	3,161
Baccalaureate	31,195	32,278	31,828	30,142	28,107
Associates	57,908	55,554	52,396	49,045	45,255
Total	96,438	94,178	89,464	83,165	76,523
					71,392

### Contributing Factors Impacting the Nursing Shortage

Schools of nursing are reporting a decline in enrollments and numbers of graduates, which translates into fewer nurses in the educational pipeline.

- According to the American Association of Colleges of Nursing, enrollments in entry-level baccalaureate programs in nursing have declined for the sixth consecutive year. Since 1995 enrollees have declined 21.1%; graduates have declined 16.5%. On the average over the six-year period, the number of enrollees and graduates have declined by 3,151 and 812 each year, respectively. To account for variances in the data, AACN identifies trends by tracking the same group of schools for the past six years. The 1995-2000 cohort contains 326 schools. [www.aacn.nche.edu](http://www.aacn.nche.edu)

U.S. Nursing School Enrollments and Graduations: 1995-2000		
Year	Enrollments	Graduations
2000	58,384	18,720
1999	59,671	20,109
1998	62,235	21,813
1997	65,219	22,868
1996	69,426	23,058
1995	73,988	22,423

### A shortage of nursing school faculty is restricting nursing program enrollments.

- According to a survey by the American Association of Colleges of Nursing, 2000-2001 Enrollment and Graduations in Baccalaureate and Graduate Programs in Nursing, more than a third (38.8%) of schools who responded pointed to faculty shortages as a reason for not accepting all qualified applicants into entry-level baccalaureate programs. [www.aacn.nche.edu](http://www.aacn.nche.edu)

### With fewer new nurses entering the profession, the average age of the RN is climbing.

- According to the latest *National Sample Survey of Registered Nurses*, the average age of the working registered nurse population was 43.3 in March 2000, up from 42.3 in 1996. The RN population under the age of 30 dropped from 25.1% of the nursing population in 1980 to 9.1% in 2000. <http://bhpr.hrsa.gov/dn/dn.htm>

According to a July 2001 report released by the Government Accounting Office, *Nursing Workforce: Emerging Nurse Shortages Due to Multiple Factors* (GAO-01-944), 40% of all RNs will be older than age 50 by the year 2010. [www.gao.gov](http://www.gao.gov)

### The total population of registered nurses is growing at the slowest rate in 20 years.

- According to *The National Sample Survey of Registered Nurses March 2000: Preliminary Findings* released in February 2001 by the Division of Nursing within the Bureau of Health Professions, the total RN population has increased at every 4-year interval in which the survey has been taken since 1980. Although the total RN population increased from 2,558,874 in 1996 to 2,696,540 in 2000, it was the lowest increase (5.4%) reported in the previous national surveys. Of the total RN population in 2000, an estimated 58.5% work full-time in nursing, 23.2% work part-time, and 18.3% are not employed in nursing. <http://bhpr.hrsa.gov/dn/dn.htm>

### Job burnout and dissatisfaction are driving nurses to leave the profession.

- According to a study published by Dr. Linda Aiken and colleagues in the May/June 2001 issue of *Health Affairs*, more than 40% of nurses working in hospitals reported being dissatisfied with their jobs. The study indicates that 1 out of every 3 hospital nurses under the age of 30 are planning to leave their current job in the next year. [www.healthaffairs.org](http://www.healthaffairs.org)

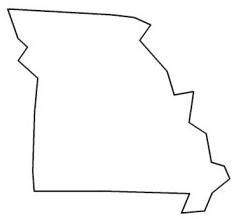
- According to a study commissioned by the Federation of Nurses and Health Professionals in April 2001, *The Nurse Shortage: Perspectives from Current Direct Care Nurses and Former Direct Care Nurses*, currently 1 out of every 5 nurses currently working is considering leaving the patient care field for reasons other than retirement within the next five years. [www.aft.org/fnhp/publications/index.html](http://www.aft.org/fnhp/publications/index.html)

### Changing demographics signal a need for more nurses to care for our aging population.

- According to a July 2001 report released by the Government Accounting Office, *Nursing Workforce: Emerging Nurse Shortages Due to Multiple Factors* (GAO-01-944), "a serious shortage of nurses is expected in the future as demographic pressures influence both supply and demand. The future demand for nurses is expected to increase dramatically as the baby boomers reach their 60s, 70s, and beyond." [www.gao.gov](http://www.gao.gov)

- According to a May 2001 report, *Who Will Care for Each of Us?: America's Coming Health Care Crisis*, released by the Nursing Institute at the University of Illinois College of Nursing, the ratio of potential caregivers to the people most likely to need care, the elderly population, will decrease by 40% between 2010 and 2030. Demographic changes may limit access to health care unless the number of nurses and other caregivers grows in proportion to the rising elderly population. [www.kaisernetwork.org/healthcast/nursing/may01](http://www.kaisernetwork.org/healthcast/nursing/may01).

- According to a Bureau of Labor Statistics report, *Occupational Employment Projections to 2008*, released in November 1999, employment of registered nurses is projected to grow by almost 22%, with a projected need of 794,000 new RNs by 2008. [www.bls.gov](http://www.bls.gov)



# Licensure Corner

by Lori Scheidt, BS  
Licensure/Information Systems Administrator

## Missouri State Board of Nursing Licensure Committee

### Members:

Janet Anderson, RN, MBA, *Chair*  
Cordelia (Dee) Esry, PhD, RN  
Patricia Versluis, RN  
Robin Vogt, MSN, RN, FNP-C  
Charlotte York, LPN



Scheidt

## VERIFICATION OF A LICENSE

You can verify licenses on-line at [www.ecodev.state.mo.us/pr](http://www.ecodev.state.mo.us/pr). Click on LICENSEE SEARCH. You can search by name or license number. The search results will display the licensee's name, city, state, license number, original license issue date and license expiration date.

If you have a list of nurse licenses that you would like verified, you can send the list to our office electronically. We will match the list with our database and send the results back to you electronically. Your list needs to be an Excel document or a text file (tab or comma delimited). It should contain the nurse's name and license number. E-

mail the list to [nursing@mail.state.mo.us](mailto:nursing@mail.state.mo.us).

In order to verify licensure, ask to see an original current Missouri license or temporary permit before the employee reports to orientation. A temporary permit will have a raised Board seal. A license will have the expiration date, profession and license number. The license number could be the profession code (RN or PN) followed by a 6-digit number or a 10-digit number, which consists of the year of license followed by a 6-digit number. Example of a 6-digit license number could be RN060619. An example for the 10-digit license number is 2000134178. When requesting verification from our office, you must provide the complete license number, which includes the year of license.

The name, address and licensure status of all currently licensed nurses is public information. If you have any questions, please call the Board office or use the web to verify credentials **before hiring**. Our office is staffed Monday through Friday from 8 am to 5 pm, excluding state holidays. You may also reach our office by:

Fax at (573) 751-6745 or (573) 751-0075

Phone at (573) 751-0681

e-mail at [nursing@mail.state.mo.us](mailto:nursing@mail.state.mo.us)

On-Line Licensee Search at [www.ecodev.state.mo.us/pr](http://www.ecodev.state.mo.us/pr)

## AUTHORIZATION TO RELEASE CONFIDENTIAL INFORMATION

(Print Legibly in Black Ink)

I, \_\_\_\_\_, hereby authorize the MISSOURI STATE BOARD OF NURSING to release any and all information regarding my licensure and exam application status as a Licensed Practical Nurse/Registered Professional Nurse to my employer, \_\_\_\_\_, and/or their representatives.

This release authorizes the Missouri State Board of Nursing to release the following information: my name, address, nursing school name, graduation date, eligibility status, test appointment date, date exam was taken, whether or not I took the exam and my exam results.

A copy of this authorization will be considered as effective and valid as the original.

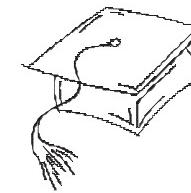
Date \_\_\_\_\_

Applicant's Signature \_\_\_\_\_

Applicant's Printed Name \_\_\_\_\_

Applicant's Social Security Number \_\_\_\_\_

Fax to the Missouri State Board of Nursing at (573) 751-6745



## Graduate Nurse Practice The Rule

State Regulation 4 CSR 200-4.020

(3) reads: "A graduate of a nursing program may practice as a graduate nurse until s/he has received the results of the first licensure examination taken by the nurse or until ninety (90) days after graduation, whichever first occurs."

Missouri does not issue a graduate temporary permit, however, if the individual qualifies s/he may practice as a graduate nurse under 4 CSR 200-4.020 (3).

The graduate must cease practice as soon as s/he fails the exam or 90 days after graduation, whichever is first.

We recommend that you have the graduate sign an **Authorization to Release Confidential Information** form so we may provide you with periodic updates on the person's exam and licensure information. A sample authorization form is included with this article.

## After the Examination

Graduates applying for an original license by exam in Missouri will be licensed automatically upon receipt of passing results provided all other licensure requirements are met. When results are received, the successful candidate will be sent the results and a "pass" letter authorizing the person to practice until the license is received.

There is a thirty (30)-day grace period for graduates who have successfully passed the first available licensing examination in another state following graduation to obtain a temporary permit or license in Missouri after the graduate has received his/her results. Graduates applying for endorsement to Missouri should begin the Missouri licensure process immediately following graduation. As soon as the graduate receives passing results, the graduate should forward a copy of the results to our office so we can issue a temporary permit. A temporary permit cannot be issued until another state has issued the applicant the authority to practice in that state.

## About Orientation

Orientation is considered to be employment. Any nurse in orientation must have either a valid Missouri temporary permit or current Missouri license. The only exception to this policy is if the nurse is practicing under an exemption as listed in Chapter 335.081 of the Missouri Nursing Practice Act or under State Regulation 4 CSR 200-4.020 (3).

## Proper Supervision

According to 4 CSR 200-5.010 (1), proper supervision is defined as, "the general overseeing and the authorizing to direct in any given situation. This includes orientation, initial and ongoing direction, procedural guidance and periodic inspection and evaluation."

# Practice Corner

## Missouri State Board of Nursing Practice Committee Membership

Arthur Bante, RN, CRNA  
Paul Lineberry, PhD  
Robin Vogt, MSN, RN, FNP-C, Chair  
Charlotte York, LPN

### READY WEB REFERENCES

Revised 7/2001

For assistance now and in the future with negotiating the State of Missouri environment of statutes (RSMo); current and proposed rules (SOS); Missouri State Board of Nursing (MSBN) website; other licensees' web pages and laws (PR); other government entities (Missouri State Government); legislation (Missouri State Government); and so forth, use this document, "Ready Web References".



Rita Tadych, PhD, RN

**REVISED STATUTES OF MISSOURI (RSMo)**  
<http://www.moga.state.mo.us/STATUTES/STATUTES.HTM>

PROVIDES ACCESS TO CURRENT STATUTORY LAWS

**SECRETARY OF STATE OFFICE (SOS)**  
<http://mosl.sos.state.mo.us>

PROVIDES ACCESS TO CURRENT (CODE OF STATE REGULATIONS — CSR) AND PROPOSED (MISSOURI REGISTER) RULES/REGULATIONS

### MISSOURI STATE GOVERNMENT <http://www.state.mo.us>

PROVIDES ACCESS TO EXECUTIVE, LEGISLATIVE, JUDICIAL, AND STATE DEPARTMENT INFORMATION

### OFFICE OF THE MISSOURI STATE GOVERNOR

<http://www.gov.state.mo.us>

PROVIDES GUBERNATORIAL INFORMATION AND PERTINENT LINKS

### PROFESSIONAL REGISTRATION (PR)

<http://www.ecodev.state.mo.us/pr>

PROVIDES ACCESS TO ALL REGULATED PROFESSIONS IN DIVISION OF PROFESSIONAL REGISTRATION AND INCLUDES DOWNLOADABLE DIRECTORIES — e.g., RN, LPN, APN

### MISSOURI STATE BOARD OF NURSING (MSBN)

<http://www.ecodev.state.mo.us/pr/nursing>

INCLUDES "FOCUS ON PRACTICE" BUTTON AND "ADVANCED PRACTICE" BUTTON, ALONG WITH NURSE PRACTICE ACT AND OTHER PERTINENT INFORMATION

### NATIONAL COUNCIL OF STATE BOARDS OF NURSING (NCSBN)

<http://www.ncsbn.org>

PROVIDES INFORMATION ON OTHER STATE BOARDS OF NURSING AND HAS PERTINENT INFORMATION ON TOPICS IMPORTANT TO NURSING AND NURSING PRACTICE

### APN RECOGNITION SUMMARY STATE OF MISSOURI 11/01/2001\*

CLINICAL NURSE SPECIALISTS	409**
Pediatric	27
Perinatal	3
Gerontological	29
Community Health	2
Maternal Child	7
Advanced Oncology	23
Medical-Surgical	165
Women's Health	0
Adult Psychiatric/Mental Health	126
Child-Adolescent Psychiatric/Mental Health	27
<b>NURSE ANESTHETISTS</b>	<b>1,213**</b>
<b>NURSE MIDWIVES</b>	<b>90**</b>
<b>NURSE PRACTITIONERS</b>	<b>2,171**</b>
Adult	325
Advanced Oncology	1
Family	1063
School	0
Neonatal	119
Acute Care	20
Pediatric	311
Gerontological	87
Family Psychiatric/Mental Health	2
Women's Health	237
Adult Psychiatric/Mental Health	2
Psychiatric Mental Health	4
<b>TOTAL NUMBER OF RECOGNITIONS</b>	<b>3,883**</b>

NOTE: Earliest recognition date was September, 1996

\* Numbers of recognitions change monthly

\*\*Actual number of recognitions may be less:

a) if continued recognition requirements have not been met before 'Document of Recognition' expiration date, or

b) due to individuals being recognized in more than one specialty area and/or role

# Discipline Corner

by Liz Cardwell  
Med, RN

**Missouri State Board of Nursing Committee Membership**  
Charlotte York, L.P.N., Chairperson  
Pat Porterfield, M.S.N., R.N.  
Cordelia Esry, Ph.D., R.N.  
Paul Lineberry, Ph.D.  
Arthur Bante, R.N., C.R.N.A.



**Cardwell**

This is the third and final article of the series relative to helping nurses better understand how their conduct relates to the Nursing Practice Act. In this article, I will review subsections (2), (3), (8) and (11) so that nurses can increase their understanding of how these provisions are enforced. The language of the relevant provisions is listed below:

335.066. Denial, revocation or suspension of license, grounds for, civil immunity for providing information.

1. The board may refuse to issue any certificate of registration or authority, permit or license required pursuant to sections 335.011 to 335.096 for one or any combination of causes stated in subsection 2 of this section. The board shall notify the applicant in writing of the reasons for the refusal and shall advise the applicant of his or her right to

file a complaint with the administrative hearing commission as provided by chapter 621, RSMo.

2. The board may cause a complaint to be filed with the administrative hearing commission, as provided by chapter 621, RSMo, against any holder of any certificate of registration or authority, permit or license required by sections 335.011 to 335.096 or any person who has failed to renew or has surrendered his or her certificate of registration or authority, permit or license for any one or any combination of the following causes:

(2) The person has been finally adjudicated and found guilty, or entered a plea of guilty or nolo contendere, in a criminal prosecution pursuant to the laws of any state of the United States, for any offense reasonably related to the qualifications, functions or duties of any profession licensed or regulated pursuant to sections 335.011 to 335.096, for any offense an essential element of which is fraud, dishonesty or an act of violence, or for any offense involving moral turpitude, whether or not sentence is imposed;

(3) Use of fraud, deception, misrepresentation or bribery in securing any certificate of registration or authority, permit or license issued pursuant to sections 335.011 to 335.096 or in obtaining permission to take any examination given or required pursuant to sections 335.011 to 335.096;

(8) Disciplinary action against the holder of a license or other right to practice any profession regulated by sections 335.011 to 335.096 granted by another state, territory, federal agency or country upon grounds for which revocation or suspension is authorized in this state;

(11) Issuance of a certificate of registration or authority, permit or license based upon a material mistake of fact;

Subsection (2) allows the Board to pursue discipline against a licensee who is found guilty, pleads guilty or pleads no contest to a crime that falls within one of the categories listed. First, crimes related to the functions, duties, or qualifications of nurse such as elder abuse or unlawful possession of a controlled substance are a violation of sub-

section (2). Next, any crime such as murder or defrauding creditors that includes fraud, dishonesty or violence as an essential element, regardless of whether the crime related to nursing practice is included in subsection (2). Finally, any crime that involves moral turpitude, again regardless of whether the crime relates to nursing practice, is covered by subsection (2). Moral turpitude is conduct that is contrary to the accepted rights and rules that people owe each other. Examples of such crimes that involve moral turpitude include murder, assault, stealing, drug dealing and driving while intoxicated.

Subsection (3) is violated if an applicant or licensee provides false information on a licensure or renewal application. As a result, if the Board finds out that a licensee failed to disclose information such as discipline in another state or criminal convictions/pleas, the Board may pursue discipline. Closely related to subsection (3) is subsection (11), which allows discipline if the Board issued a license based on a material mistake of fact. This can occur if the Board relies on the information provided by the licensee in an application and then finds out later after the license is issued that the information provided in the application was false. This situation happens most frequently when a licensee does not disclose previous crimes, some that may have resulted in suspended impositions of sentence, that had the Board been aware of at the time would have resulted in licensure denial.

Lastly, as you can see in subsection (8), a licensee can be disciplined by the Board if the licensee was disciplined in another state for conduct that is also a violation of the Missouri Nursing Practice Act. The Board is not limited by the discipline imposed in the other state and is authorized to pursue whatever discipline the Board deems appropriate as though the conduct had taken place in Missouri.

Hopefully, these last three articles have helped you develop a clearer understanding of the Nursing Practice Act as well as an appreciation of the inter-relationships between the fifteen grounds for discipline or denial of a nursing license.

# Education Corner



by Marilyn K. Nelson, RN, MA  
Education Administrator

## Missouri State Board of Nursing Education Committee Members:

Patricia Porterfield, RN, MSN; Chair  
Cordelia Esry, PhD, RN  
Janet Anderson, RN  
Art Bante, RN  
Patricia Versluis, RN

This issue of the Newsletter contains NCLEX® pass rates for all nursing programs leading to an initial license. The testing period is July 1, 2000 through June 30, 2001. Awaiting NCLEX® results can be anxiety producing for both graduates and faculty/administration and once you know your results, you want to know how you compare with others. Let me give you some information after having reviewed the reports received which were for first time candidates only.

First let me remind or inform you of what the revised/current Minimum Standards for Approved Programs of Professional and Practical Nursing in Missouri requires in regards to pass rates. The licensure examination performance of first time candidates from each nursing program must be at least 80% for each fiscal year (July 1 through June 30). The first year that a program has a less than 80%



Nelson

pass rate, a report identifying contributing factors and outlining a plan of action to resolve the situation must be submitted to the Board of Nursing. The second consecutive year that there is a less than 80% pass rate, the program is placed on Conditional Approval status and the program administrator appears before the Board of Nursing. A nursing program remains on Conditional Approval status until it has two consecutive years of pass rates of 80% or better.

How does Missouri rank nationally? On the NCLEX® RN graduates of Missouri programs had a 85.12% pass rate. This ranked us as 23rd when compared with the fifty states and the District of Columbia. Pass rates ranged from a low of 62.37% to a high of 92.19%. For the NCLEX® PN, Missouri ranked 25th with a pass rate of 89.64%. Nation-wide, pass rates were higher on the NCLEX® PN than the NCLEX® RN although the rates ranged from a low of 47% to 98.2%. Interestingly, Oregon had the highest pass rate and the District of Columbia had the lowest pass rate on both the professional and practical nursing examinations.

How does Missouri compare with the neighboring states of Nebraska, Kansas, Arkansas, Illinois and Iowa? Nebraska had the highest pass rate on both examinations, 88.92% for the NCLEX® RN and 97.33% on the NCLEX® PN. Missouri had the second highest pass rate on the NCLEX® RN and the third highest on the NCLEX® PN. Iowa had a pass rate of 91.8% on the NCLEX® PN. All these states had pass rates of 80% or above on both examinations.

Did pass rates improve or decline in Missouri? There was improvement but as usual, there were programs in which pass rates improved and others in which they declined. On the NCLEX® PN in July 1999 through June 2000, ten (10) programs had pass rates below 80%. For this testing period, only two programs had rates below 80%. Not only is that encouraging but consider this, eleven (11) practical nursing programs had pass rates of

100%. Those programs are listed elsewhere in this Newsletter. Three (3) practical nursing programs achieved 100% for the second year in a row: Cape Girardeau Career & Technology Center, Hannibal Public Schools and Kennett Area Vocational Technical School.

On the NCLEX® RN in July 1999 through June 2000, thirteen (13) programs had pass rates below 80% and for this testing period eleven (11) had rates below 80%. One (1) professional nursing program, the ADN program at Columbia College in Columbia, achieved a 100% pass rate. Eight (8) of ten (10) nursing programs which have had pass rates of below 80% for more than one year achieved pass rates of 80% or greater for this testing period. Eleven (11) programs that had low pass rates for the first time in 1999-2000 achieved pass rates of 80% or better for the 2000-2001 testing period. The flip side is that nine (9) different programs had pass rates below 80% for the first time this testing period. However, nine (9) is fewer than eleven (11).

All in all, I think the NCLEX® results are encouraging and, hopefully, continued improvement will be seen in the 2001-2002 testing period.

Speaking of future testing periods, remember that the National Council State Boards of Nursing is changing vendors for the NCLEX® examinations beginning October 2002. NCS Pearson is the new vendor. An open house of the Pearson Professional Center's testing center prototype in Columbia, Mo., was held on September 7 and well attended by Directors, Coordinators and Faculty of nursing programs. The testing center has eight (8) testing stations and state of the art equipment. NCS Pearson staff explained the procedures and security measures followed from the time a candidate enters the testing center until he/she leaves after completing the exam. More information regarding the NCLEX® transition will be forthcoming.

As a last item of interest, Pat Porterfield, RN, MSN, Chairperson of the Education Committee, recently attended a National League of Nursing Summit in Baltimore, Md. She reported that the NLN offices in New York City are close to the World Trade Center. League personnel had not been able to get to their offices after the tragedy on September 11 so they had not been able to respond to phone messages and e-mail. The web site is available. She also reported that NLN is planning revisions regarding the criteria for Systematic Evaluation of nursing programs.

I'm still very much in the learning phase as Education Administrator, having begun in mid-July, so please bear with me if I don't have a ready response to your question(s). I look forward to working with you all.

**Congratulations!**

**CURRENT PROGRAMS WITH 100% PASS RATE 2000-2001\***

**PRACTICAL NURSING PROGRAMS**

Cape Girardeau Area Vocational Technical School 17-167. Cape Girardeau, Mo.	<b>100%</b>
Hannibal Public Schools 17-193 Hannibal, Mo.	<b>100%</b>
Jefferson College Bi-Level Program 17-174 Hillsboro, Mo.	<b>100%</b>
Kennett AVTS 17-169 Kennett, Mo.	<b>100%</b>
Lex La-Ray Technical Center 17-105 Lexington, Mo.	<b>100%</b>
Nichols Career Center 17-190 Jefferson City, Mo.	<b>100%</b>
Poplar Bluff School District 17-153 Poplar Bluff, Mo.	<b>100%</b>
South Central Career Center 17-177 West Plains, Mo.	<b>100%</b>
St. Charles County Community College 17-150 St. Peters, Mo.	<b>100%</b>
Texas Technical Institute 17-135 Houston, Mo.	<b>100%</b>
Tri-County Technical School 17-108 Eldon, Mo.	<b>100%</b>

**ASSOCIATE DEGREE PROGRAMS**

Columbia College 17-412 Columbia, Mo.	<b>100%</b>
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\*Fiscal Year July 07/00 to 06/01

## Missouri Approved Practical Nursing Programs

NAME OF PROGRAM	Number of Classes Per Year	Approved Number of Students Per Class	07/96-06/97	07/97-06/98	07/98-06/99	07/99-06/00	07/00-06/01	# Students tested on Fiscal Report 00-01*
Applied Technology Services/West Chesterfield 17-154 Chesterfield, Mo.	2	48	100.00%	95.70%	85.70%	78.10%	82.80%	24
Boonlick Area Vocational Technical School 17-166 Boonville, Mo.	1	24	88.00%	82.40%	82.60%	94.70%	90.00%	10
Cass Career Center 17-129 Harrisonville, Mo.	1	24				76.50%	94.40%	18
Cape Girardeau Area Vocational Technical School 17-167 Cape Girardeau, Mo.	1	24	100.00%	100.00%	95.50%	100.00%	100.00%	14
Columbia Public Schools 17-199 Columbia, Mo.	2	32	93.88%	92.60%	95.10%	85.10%	82.90%	41
Gibson Area Vocational Technical School 17-164 Reeds Springs, Mo.	1	40	91.67%	100.00%	89.50%	92.00%	85.00%	20
Hannibal Public School 17-193 Hannibal, Mo.	1	30	94.74%	100.00%	93.30%	100.00%	100.00%	13
Hillyard Technical Center 17-189 St. Joseph, Mo.	1	35	95.45%	100.00%	100.00%	95.70%	96.35%	27
Jefferson College 17-174 Hillsboro, Mo.	1	60	100.00%	100.00%	97.80%	91.70%	100.00%	22
Kennett Area Vocational Technical School 17-169 Kennett, Mo.	1	20	100.00%	94.10%	82.40%	100.00%	100.00%	14
Kirksville Area Vocational Technical School 17-186 Kirksville, Mo.	1	24	94.44%	85.70%	100.00%	88.90%	77.30%	22
Lex La-Ray Technical Center 17-105 Lexington, Mo.	1	28	85.00%	85.70%	86.70%	88.20%	100.00%	8
Mineral Area College 17-192 Park Hills, Mo.	1	32	93.75%	93.80%	100.00%	94.40%	94.40%	18
Moberly Area Community College 17-183 Moberly, Mo.	1	32	80.95%	95.20%	89.50%	88.90%	85.70%	21
Moberly Area Community College 17-161 Mexico, MO.	1	30	N/A	N/A	100.00%	87.50%	83.30%	18
Nevada Regional Technical Center 17-187 Nevada, Mo.	1	30	100.00%	95.80%	91.30%	81.80%	88.20%	17
Nichols Career Center 17-190 Jefferson City, Mo.	1	35	80.77%	95.20%	95.20%	58.30%	100.00%	16
North Central Missouri College 17-185 Trenton, Mo.	1	65	100.00%	90.00%	92.70%	80.00%	93.50%	31
Northland Career Center 17-102 Platte City, Mo.	1	29	80.95%	91.70%	91.30%	92.60%	83.30%	24
Northwest Technical School 17-179 Maryville, Mo.	1	25	90.91%	95.50%	100.00%	87.50%	90.00%	20
Ozarks Technical Community College 17-198 Springfield, Mo.	2	31	95.83%	100.00%	96.30%	97.60%	91.70%	36
Penn Valley Community College 17-157 Kansas City, Mo.	2	180	92.00%	89.80%	96.90%	76.90%	82.70%	81
Pike/Lincoln Technical Center 17-168 Eolia, Mo.	1	25	94.74%	84.60%	100.00%	88.20%	89.50%	19
Poplar Bluff School District 17-153 Poplar Bluff, Mo.	1	24	94.74%	100.00%	86.40%	90.00%	100.00%	16
Rolla Technical Institute 17-184 Rolla, Mo.	1	32	96.15%	92.30%	92.30%	92.30%	92.00%	25
Saline County Career Center 17-175 Marshall, Mo.	1	22	94.44%	83.30%	80.00%	78.90%	69.20%	13
Sanford Brown College/Kansas City 17-152 North Kansas City, Mo.	2	65	81.48%	65.30%	69.40%	79.10%	87.10%	31
Sanford Brown College/St. Charles 17-104 St. Charles, Mo.	2	50	85.11%	72.20%	77.50%	72.00%	95.20%	21
School District of Joplin 17-195 Joplin, Mo.	2	27	94.59%	100.00%	93.50%	100.00%	85.70%	21
Sikeston Public Schools/Sikeston 17-188 Sikeston, Mo.	1	32	96.67%	88.50%	80.80%	62.50%	92.10%	38
Sikeston Public Schools/Hayti 17-149 Hayti, Mo.	1	20	85.71%	80.00%	72.70%	60.00%	84.20%	19
South Central Area Vocational Technical School 17-177 West Plains, Mo.	2	40	100.00%	100.00%	97.10%	96.80%	100.00%	30
St. Charles County Community College 17-150 St. Peters, Mo.	1	60	84.21%	100.00%	44.40%	78.60%	100.00%	4
St. Louis College of Health Careers/Butler Hill 17-170 St. Louis, Mo.	2	30					90.05%	10
State Fair Community College 17-182 Sedalia, Mo.	1	36	100.00%	97.00%	97.10%	100.00%	96.60%	29
Texas Technical Institute 17-135 Houston, MO.	1	20					100.00%	16
Tri-County Technical School 17-108 Eldon, Mo.	1	25	100.00%	90.50%	88.90%	95.00%	100.00%	18
Warrensburg Area Vocational Technical School 17-172 Warrensburg, Mo.	1	30	100.00%	95.70%	90.90%	87.00%	90.90%	22
Washington School of Practical Nursing 17-176 Washington, Mo.	1	35	95.00%	91.30%	100.00%	87.50%	88.25%	17
Waynesville Technical Academy 17-165 Waynesville, Mo.	1	30	92.00%	100.00%	96.20%	100.00%	92.60%	27

**Missouri Approved Associate Degree Programs**

Name of Program	Number of Classes Per Year	Approved Number of Students Per Class	07/96-06/97	07/97-06/98	07/98-06/99	07/99-06/00	07/00-06/01	# Students tested on fiscal report of 00-01*
Columbia College 17-412 <i>Columbia, Mo.</i>	2	32	84.62%	100.00%	78.90%	96.00%	100.00%	12
Crowder College 17-410 <i>Neosho, Mo.</i>	2	63	92.86%	92.30%	91.20%	93.90%	93.50%	31
Deaconess College of Nursing 17-415 <i>St. Louis, Mo.</i>	2	40	85.00%	82.40%	61.90%	100.00%	42.90%	14
East Central College/Union 17-470 <i>Union, Mo.</i>	1	24	85.00%	91.70%	83.30%	100.00%	93.80%	16
East Central College/Rolla 17-426 <i>Rolla, Mo.</i>	1	16		92.90%	71.40%	70.00%	90.00%	10
Fort Leonard Wood Satellite/Lincoln University 17-416 <i>Fort Leonard Wood, Mo.</i>	1	60	84.62%	95.70%	84.60%	70.00%	84.00%	25
Hannibal La-Grange College 17-472 <i>Hannibal, Mo.</i>	1	30	57.14%	100.00%	100.00%	85.70%	55.60%	9
Jefferson College 17-460 <i>Hillsboro, Mo.</i>	1	60	96.55%	91.70%	79.35%	75.00%	88.10%	42
Jewish College of Nursing 17-420 <i>St. Louis, Mo.</i>	3	150	90.00%	83.50%	84.10%	79.60%	82.90%	70
Lester L. Cox College of Nursing 17-425 <i>Springfield, Mo.</i>	2	50	66.67%	85.00%	82.10%	95.80%	92.50%	67
Lincoln University(Jefferson City) 17-467 <i>Jefferson City, Mo.</i>	2	80	89.74%	93.90%	86.70%	94.70%	95.20%	42
Mineral Area College 17-466 <i>Park Hills, Mo.</i>	1	48	91.43%	84.60%	83.30%	88.20%	73.10%	26
Moberly Area Community College 17-474 <i>Moberly, Mo.</i>	2	70	77.59%	72.90%	86.50%	97.20%	94.10%	17
North Central Missouri College 17-405 <i>Trenton, Mo.</i>	1	40	88.00%	75.00%	79.10%	75.00%	89.20%	37
Park University 17-411 <i>Parkville, Mo.</i>	1	40	90.00%	88.60%	94.40%	92.60%	78.90%	38
Penn Valley Community College 17-465 <i>Kansas City, Mo.</i>	2	120	67.46%	79.20%	75.50%	87.80%	89.30%	84
Sanford Brown College/Kansas City 17-423 <i>Kansas City, Mo.</i>	2	48	71.25%	54.60%	56.30%	63.90%	70.60%	34
Sanford Brown College/St. Charles 17-421 <i>St. Charles, Mo.</i>	1	30	68.57%	53.10%	70.90%	82.10%	0	0
Southeast Missouri Hospital College of Nursing 17-424 <i>Cape Girardeau, Mo.</i>	1	35	83.33%	88.20%	100.00%	88.10%	87.50%	8
Southwest Missouri State University 17-400 <i>West Plains, Mo.</i>	1	35	87.88%	86.10%	79.20%	92.90%	75.00%	28
St. Charles County Community College 17-468 <i>St. Peters, Mo.</i>	1	120	92.31%	90.00%	95.60%	92.70%	92.60%	27
St. John's School of Nursing/SBU 17-418 <i>Springfield, Mo.</i>	2	250		100.00%	94.95%	86.80%	93.50%	62
St. Louis Community College/Flo Valley 17-464 <i>St. Louis, Mo.</i>	2	60	89.09%	78.00%	83.75%	87.20%	63.20%	38
St. Louis Community College/Forest Park 17-476 <i>St. Louis, Mo.</i>	3	55	90.57%	93.9%	83.3%	91.7%	89.5%	19
St. Louis Community College/Meramec 17-477 <i>St. Louis, Mo.</i>	2	60	98.86%	97.10%	93.60%	95.30%	95.00%	60
State Fair Community College 17-408 <i>Sedalia, Mo.</i>	2	36	88.64%	90.70%	81.50%	88.00%	85.70%	28
Three Rivers Community College 17-462 <i>Poplar Bluff, Mo.</i>	1	30	90.91%	90.00%	73.70%	62.10%	80.00%	15
Three Rivers Community College 17-437 <i>Sikeston, MO.</i>	1	26				66.70%	88.90%	9

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Missouri Approved Diploma Programs

Name of Program	Number of Classes Per Year	Approved Number of Students Per Class	7/96-6/97	7/97-6/98	7/98-6/99	7/99-6/00	07/00-06/01	# Students tested on fiscal report of 00-01*
Lutheran Medical Center 17-392 St. Louis, Mo.	2	125	93.90%	95.70%	75.50%	69.40%	67.60%	34

Missouri Approved Baccalaureate Degree Nursing Programs

Name of Program	Number of Classes Per Cal. Year	Approved Number of Students Per Class	7/96-6/97	7/97-6/98	7/98-6/99	7/99-6/00	07/00-06/01	# Students tested on fiscal report 00-01*
Avila College 17-554 Kansas City, Mo.	1	50	69.23%	95.80%	90.00%	83.30%	87.50%	16
Barnes College of Nursing/UMSL 17-506 St. Louis, Mo.	2	150	77.31%	78.90%	71.60%	87.10%	91.20%	57
Central Methodist College 17-509 Fayette, Mo.	1	50		66.70%	87.50%	58.80%	69.20%	13
Central Missouri State University 17-573 Warrensburg, Mo.	2	30	92.86%	80.00%	88.90%	87.80%	92.00%	25
Culver-Stockton & Blessing Rieman College/Quincy IL 17-504 Quincy, IL	1	65	72.73%	85.11%	62.50%	85.71%	88.00%	
Deaconess College of Nursing 17-500 St. Louis, Mo.	2	100	88.64%	91.80%	91.50%	93.20%	89.40%	47
GraceLand College 17-508 Independence, Mo.	1	50	78.38%	92.00%	86.40%	94.70%	63.30%	30
Maryville University of St. Louis 17-501 St. Louis, Mo.	1	120	81.25%	82.00%	63.60%	72.20%	84.60%	26
Missouri Southern State College 17-510 Joplin, Mo.	1	40	100.00%	100.00%	75.00%	89.70%	94.70%	19
Missouri Western State College 17-502 St. Joseph, Mo.	2	40	86.76%	88.60%	88.90%	84.80%	93.00%	57
Research College of Nursing 17-566 Kansas City, Mo.	2	125	78.48%	85.50%	84.80%	77.50%	88.90%	45
Sinclair School of Nursing/UMC 17-582 Columbia, Mo.	2	280	90.91%	94.30%	86.20%	88.90%	85.65%	90
Southeast Missouri State University 17-563 Cape Girardeau, Mo.	2	50	81.82%	72.10%	73.20%	78.80%	93.90%	33
St. Louis University 17-588 St. Louis, Mo.	3	120	83.45%	88.80%	86.50%	80.00%	92.50%	93
St. Luke's College of Nursing 17-505 Kansas City, Mo.	1	65	94.87%	95.80%	96.70%	88.20%	97.60%	42
Truman State University 17-572 Kirksville, Mo.	1	65	92.59%	92.00%	84.00%	82.90%	89.30%	28
William Jewell College 17-560 Liberty, Mo.	1	60	87.10%	83.90%	80.80%	90.00%	79.30%	29

**PROGRAM OVERVIEW****MAGNET FACILITIES DEMONSTRATE EXCELLENCE IN NURSING — Jan Jones-Schenk, MNA, RN, CNA**

A registered nurse for 23 years, Jan Jones-Schenk, MNA, RN, CNA, has been involved in many aspects of health care delivery including clinical practice, management, nursing administration, project management, and strategic design and planning. Jan is Vice President of a healthcare technology firm in Salt Lake City where she focuses on ways to provide electronic information to clinicians about emerging practices in new product utilization. When working as a consultant, Jan's focus has been in project management specifically in the areas of credentialing and privileging for advanced practice nurses, and federal regulations regarding health care policy.

Magnet recognition is obtained from the American Nurses Association for facilities that demonstrate excellence in nursing services, development of a professional environment, and growth and development of nursing staff. The magnet recognition status is valid for a four-year period. Many magnet facilities throughout the country are using this distinguished status as a recruitment tool for nurses.

**Objectives:**

- Identify the "forces of magnetism" which are central to Magnet Nursing Services recognition and obtain an understanding of the process for achieving Magnet recognition.
- Describe key documented outcomes found in Magnet work environments for patients, nurses and the recognized Magnet organization.
- Identify the demographic characteristics of current Magnet hospitals including retention rates, staffing characteristics, & other descriptions.

**ROUNDTABLE TOPICS**

Discuss best practices as they relate to: Education, Environmental Issues, Health Care Reimbursement, Image of Nursing, and Job Satisfaction.

**IMPACT OF A CHANGING NURSING PROFILE ON CARE OF THE OLDER ADULT - Alice Kuehn, PhD, RN, CS, FNP/GNP**

Dr. Alice Kuehn, associate professor at the University of Missouri – Columbia, Sinclair School of Nursing, will represent the Colleagues in Caring in Rural Missouri. She teaches at the graduate level, focusing on courses in the gerontological nurse practitioner area of study. Dr. Kuehn has also maintained a primary care clinical practice for many years. Dr. Kuehn received her Masters in Nursing from the University of California at San Francisco and her doctorate from the University of Missouri in Columbia.

**Objectives:**

- Identify major changes in the nursing workforce in Missouri over time.
- Identify the changing profile in the older population of Missouri.
- Discuss the relationships between the changes in our nursing profile and the profile of the Missouri aging population.
- Present proactive strategies for addressing the challenging future awaiting the nursing profession in Missouri.

**REGISTRATION INFORMATION**

**LODGING:** Marriott's Tan-Tar-A Resort, Osage Beach, is offering a special room rate of \$87 estate/\$97 main building for a single/double room. Call (573) 348-3131 or (800) 826-8272 and ask for the "MLN Convention" rate before March 1, 2002.

**REGISTRATION:** Persons may enroll by sending the registration form and appropriate fees to: MISSOURI LEAGUE FOR NURSING, INC., P.O. Box 104476, Jefferson City, MO 65110-4476. Telephone (573-635-5355) and fax (573-635-7908) registrations must be charged to Visa/MasterCard. Payment must accompany registration — sorry, we cannot bill you. On-site registrations will be allowed, based on availability. A written confirmation will not be sent. Your cancelled check constitutes receipt.

**CANCELLATIONS:** No refunds will be made if registrant fails to attend. There is a \$25 non-refundable cancellation fee if the MLN is notified by March 29 and followed up with a written request. Substitutions are allowed at no additional cost.

**PROGRAM FEES:** Fees include breaks, lunch, reception, and program materials.

**CE HOURS:** This activity has been approved for 7.5 contact hours by the Missouri Nurses Association which is accredited as a provider of CE in nursing by the American Nurses Credentialing Center Commission on Accreditation. It is also approved for 7.5 contact hours through the Missouri State Association of Licensed Practical Nurses.

**MISCELLANEOUS:** Treasury Regulation 1.162.6 permits an income tax deduction for educational purposes. Smoking is prohibited in the meeting room. Contact MLN office to arrange for special ADA needs.

**THE NURSING SUMMIT** is an annual meeting that addresses issues vital to the advancement of the nursing profession. The summit is hosted by the Nursing Coalition consisting of: Missouri State Board of Nursing, Missouri Nurses Association, Missouri League for Nursing, Missouri Organization of Nurse Executives, and the Missouri State Association of Licensed Practical Nurses.

**Agenda****Nursing Summit**

*"Graying Workforce Caring for an Aging Population"*

April 10, 2002 — 7 CEs

Marriott's Tan-Tar-A Resort, Osage Beach – Crystal Ballroom

8:00 a.m.	Registration	
8:45 a.m.	Introductions/Welcome	Dee Esry, PhD, RN
9:00 a.m.	Magnet Facilities Demonstrate Excellence in Nursing	Jan Jones-Schenk, MNA, RN, CNA
10:00 a.m.	Break	
10:30 a.m.	Magnet Facilities Demonstrate Excellence in Nursing (cont'd)	Jan Jones-Schenk, MNA, RN, CNA
11:45 a.m.	Lunch - Roundtable Discussions <i>(Best practices relating to Education, Environmental Issues, Health Care Reimbursement, Image of Nursing, and Job Satisfaction)</i>	
2:00 p.m.	Impact of a Changing Nursing Profile on Care of the Older Adult	Alice Kuehn, RN, MSN, PhD
3:00 p.m.	Break	
3:30 p.m.	Impact of a Changing Nursing Profile on Care of the Older Adult (cont'd)	Alice Kuehn, RN, MSN,
PhD		
4:30 p.m.	Evaluation and Certificates	
5:15 p.m.	Reception and Exhibits Open	

**REGISTRATION FORM – NURSING SUMMIT**

NAME \_\_\_\_\_ SS# \_\_\_\_\_

HOME ADDRESS \_\_\_\_\_ HOME PHONE \_\_\_\_\_

CITY/STATE/ZIP \_\_\_\_\_

PRESENT POSITION \_\_\_\_\_  RN  LPN  LIC ADM  OTHER \_\_\_\_\_

EMPLOYER \_\_\_\_\_ ADDRESS \_\_\_\_\_

CITY/STATE/ZIP \_\_\_\_\_

WORK PHONE \_\_\_\_\_ FAX \_\_\_\_\_ E-MAIL \_\_\_\_\_

ROUND TABLE TOPIC SELECTION (see topics at left): \_\_\_\_\_

**REGISTRATION FEES**

	Before 3/1/02	After 3/1/02
<input type="checkbox"/> Nursing Summit Only .....	\$115.....	\$145.....
<input type="checkbox"/> MLN Convention — Member Rate ( <i>Contact MLN for details</i> ).....	.....\$195.....	.....\$225.....
<input type="checkbox"/> Nursing Summit and MLN Convention — Member Rate .....	.....\$280.....	.....\$310.....

*(Register for both before 3/1/02 and save \$30!)*

**Total Amount Enclosed** \$ \_\_\_\_\_**METHOD OF PAYMENT**

Check (*made payable to MLN*) OR

Mastercard  Visa Card # \_\_\_\_\_ Exp. Date \_\_\_\_\_

Signature: \_\_\_\_\_

**Return to:** Missouri League for Nursing — P.O. Box 104476 — Jefferson City, MO 65110-4476

Telephone (573) 635-5355 — Fax (573) 635-7908

## Summary of Actions from September 2001 Board Meeting

### Administrative Matters

The upcoming Board meeting dates were revised. The March 2002 meeting will be held March 20 - 22. Note additional changes as found in the Board Meeting list elsewhere in this issue.

### Education Matters

**Student Enrollment Increases** - The following school requested and was approved for an increase in student enrollment.

• Sinclair School of Nursing at University of Missouri - Columbia, Baccalaureate Degree Nursing Program #17-582 (increase enrollment from 60 to 70 students per class)

**Expansion of Current Program** - The following school requested and was approved for the following expansion.

• Cape Girardeau Career and Technology Center - Practical Nursing Program #17-167 (expand current one-year, full-time practical nursing program to include a two-year part-time practical nursing education track)

### Discipline Matters

The Board held 3 disciplinary hearings and 3 violation hearings.

## Study of Nurse Competency for Safe Practice Planned by NCSBN

### National Council Press Release

Chicago, IL (September 20, 2001) – The National Council of State Boards of Nursing (NCSBN) [www.ncsbn.org](http://www.ncsbn.org) announces its intent to conduct a longitudinal study to discover how safe nursing practice evolves over the first five years following initial licensure. The NCSBN Board of Directors approved this study at its September meeting.

Two phases will encompass this study. In Phase I, a cross-section of nurses who have been in practice 6, 12, 18, 24, 30, 36, 42, 48 and 60 months will be surveyed to discover the characteristics of post-entry practice and the evolution of nursing practice over time. In Phase II, the cohort of nurses from Phase I who have been in practice for 6 months will be followed for a period of 5 years. Practice characteristics will be analyzed at set intervals throughout the five-year study.

An Advisory Panel of experts in nursing practice and a Subject Matter Expert Panel of practicing nurses who supervise, mentor, or precept post-entry nurses will guide the study. Each cohort will have comparable numbers of

RNs and LPN/VNs. NCSBN hopes to gain a better understanding of how practice changes over time, as well as the competencies (or skills, abilities, expertise, etc.) of nurses at specific points of time in their careers.

This study will also serve as the foundation for determining what competencies are essential for safe practice during a nurse's career and how to effectively measure them. Currently, NCSBN assesses entry-level competency in its job analyses study of nurses practicing six months or less. This information is used on behalf of its 61 state and territorial member boards through NCSBN's two licensing examinations, the NCLEX-RN® and the NCLEX-PN®.

NCSBN is the organization through which the boards of nursing act and counsel together on matters of common interest and concern affecting public health, safety and welfare, which includes the development of licensure examinations for nursing.

## DISCIPLINARY ACTIONS\*\*

Pursuant to Section 335.066.2 RSMo, the Board "may cause a complaint to be filed with the Administrative Hearing Commission as provided by chapter 621, RSMo, against any holder of any certificate of registration or authority, permit, or license required by sections 335.011 to 335.096 or any person who has failed to renew or has surrendered his certificate of registration or authority, permit or license" for violation of Chapter 335, the Nursing Practice Act.

\*\*Please be advised that more than one licensee may have the same name. Therefore, in order to verify a licensee's identity, please check the license number.

### INITIAL PROBATIONARY LICENSE

Listed below are individuals who were issued an initial probationary license by the Board during the previous quarter with reference to the provisions of the Nursing Practice Act that were violated and a brief description of their conduct.

Name	License Number	Violation	Effective Date of Restricted License
AMANDA JO COLSTON HUNTSVILLE, MO	PN 2001 011 137	<b>Section 335.066.1 and .2 (1) RSMo</b> On 12/9/99, the Licensee withdrew from the Program for Practical Nursing due, in part, to her excessive use of alcohol. Entered treatment on 12/16/99 and was unsuccessfully discharged on 1/11/00. As of the effective date of the Board Order, the Licensee is participating in a 12 step treatment program.	5/21/2001 to 5/21/02
AMY ELIZABETH MEYER ST CHARLES, MO	RN 2001 016 611	<b>Section 335.066.1 and .2 (2) (14) RSMo</b> On 5/12/97, pled guilty to possession of a controlled substance.	7/16/01 to 7/16/03
LINDA READ ST LOUIS, MO	RN 2001 020 429	<b>Section 335.066.1 and .2 (1) (14) RSMo</b> Beginning in 1998 until August 1999, possessed and consumed Marijuana.	8/31/01 to 8/31/03

### CENSURED LICENSES

Name	License Number	Violation	Effective Date of Censured License
MARY L. BENNETT-RADCLIFFE OFALLON, MO	RN 099982	<b>Section 335.066.2 (5) (12) RSMo</b> On 5/26/99, Licensee began the intravenous administration of Oxytocin to a maternity patient without a physician's order.	7/11/01
LYNN C. DRAKE NEW MADRID, MO	RN 152293	<b>Section 335.066.2 (5) (12) RSMo</b> On 9/28/99, Licensee was assigned to provide care to a patient that included starting an IV. On 9/28/99, Licensee delegated the task of starting the IV to a phlebotomist.	7/13/01
LISA D. MILLER MARBLE HILL, MO	PN 056706	<b>Section 335.066.2 (5) (6) (12) RSMo</b> From 6/1/98 to 8/7/00, Licensee worked as an LPN with a lapsed license.	7/13/01
KIRSTEN E. NEGAARD EMINENCE, MO	PN 035666	<b>Section 335.066.2 (5) (12) RSMo</b> On 11/21/99, Licensee administered two doses of .25mg Xanax to the patient rather than the one dose of .25mg of Xanax that was ordered by the physician.	8/7/01
CHAD H. R. WITT JEFFERSON CITY, MO	PN 1999 136 960	<b>Section 335.066.2 (5) (12) RSMo</b> On 1/1/00, Licensee inappropriately placed a pillow over the face of a resident.	8/31/01

**PROBATION**

Name                      License Number                      Violation                      Effective Date of Probation

LINDA MARIA ANGLO ST LOUIS, MO	RN 142914	<b>Section 335.066.2 (5) (12) RSMo</b> In 1997, the Licensee was responsible for conducting pregnancy tests on participants in an investigational drug trial -the participants could not be pregnant. On two occasions, the Licensee failed to conduct a urine screen for confirmation but documented that the urine screen had been conducted and was negative.	7/25/01 to 7/25/02 OR UNTIL CEUS ARE COMPLETED WHICHEVER COMES FIRST
MARSHA K. BEST BOIS D ARC, MO	PN 039988	<b>Section 335.066.2 (2) (14) RSMo</b> On 12/23/98, the Licensee pled guilty to a Felony charge of possession of Marijuana, a controlled substance.	7/10/01 to 1/6/04
SARAH B BULLOCK OLATHE, KS	RN 105567	<b>Section 335.066.2 (1) (5) (12) (14) RSMo</b> On 1/6/00, the Licensee misappropriated 2 Percocet tablets for personal consumption.	7/13/01 to 1/10/03
ANTHONY CARR OSAWATOMIE, KS	RN 134804	<b>Section 335.066.2 (1) (5) (12) RSMo</b> In 1/00, the Licensee attempted to detoxify himself rather than enter an alcohol treatment program. In 5/00, when the Licensee reported to duty, he had not consumed any alcohol for approximately 48 hours; the Licensee was found in the hallway having a grand mal seizure as a result of alcohol withdrawal.	7/12/01 to 7/12/04
BRIAN J. ELLIS SPRINGFIELD, MO	RN 149355	<b>Section 335.066.2 (1) (5) (12) (14) RSMo</b> In 11/99, the Licensee misappropriated Hydrocodone/APAP Vicodin and consumed some of the medication while on duty. At another facility, the Licensee misappropriated Percocet, Lortab and Loracet for his personal consumption in 11/99 and in 6/00, the Licensee misappropriated Percocet.	7/13/01 to 7/13/05
JANELLE L. FINK EASTON, KS	RN 126938	<b>Section 335.066.2 (8) RSMo</b> On 4/19/99, the Licensee's Kansas nursing license was disciplined based upon the Licensee obtaining drugs from a pharmacy using prescriptions in the names of various persons for whom legitimate prescriptions had not been written by an authorized health care professional, and obtained prescription drugs in her own name.	8/22/01 to 8/22/06
YVONNE M. GORDON ST LOUIS, MO	PN 044321	<b>Section 335.066.2 (12) RSMo</b> On 6/15/92, the Licensee, while making medication rounds, failed to remain with a client whom she found in the bathtub bathing without supervision; the client required an attendant in the bathroom with her during bath time. After administering the client's medication, the Licensee left the client unattended, and the client was found 1 hour later drowned in the bathtub.	7/11/01 to 7/11/03
DEBORAH K. GRAVEMANN ST CHARLES, MO	RN 128343	<b>Section 335.066.2 (1) (5) (12) (14) RSMo</b> The Licensee began misappropriating Morphine in January 1997, admitted to this activity in December 1997 and subsequently entered treatment. After returning to work under a Return to Work Agreement, the Licensee possessed and consumed a Darvocet from a family member's prescription on 1/13/00 and 4/13/00; the Licensee thought the medication was Ibuprofen.	9/4/01 to 9/4/04
RAYLA L. HENKEMEYER BELTON, MO	RN 139073	Violated Missouri State Board of Nursing Agreement by not attending required meetings and not submitting required documentation.	7/16/01 to 7/16/04

PROBATION CONT'D

Name	License Number	Violation	Effective Date of Probation
KAMILAH KHAN EL SEGUNDO, CA	RN 119983	<b>Section 335.066.2 (1) (5) (12) (14) RSMo</b> Between 11/97 and 12/97, the Licensee misappropriated Demerol by overriding the patient profiles in the Pyxis system and self-injected while at work. In 1/98, the Licensee had a urine drug screen as required by the EAP that was positive for Cocaine.	6/22/01 to 6/22/04
KIMBERLY B. LUDOW-PALMER BALLWIN, MO	RN 106818	<b>Section 335.066.2 (1) (14) RSMo</b> In 1998, the Licensee assisted her physician husband obtain Hydrocodone and other controlled substances through fraudulent prescriptions he would write; the Licensee also possessed and consumed some of the fraudulently obtained controlled substances.	8/3/01 to 8/3/04
VEAR LENE MOSIER EAST PRAIRIE, MO	PN 038826	<b>Section 335.066.2 (5) (12) RSMo</b> In 10/99, the Licensee documented that she had counted medications when she had not. On 10/19/99, the Licensee documented she had administered an ordered antibiotic to a resident when none of the antibiotic was available at the facility.	9/1/01 to 9/1/02 OR UNTIL CEU REQUIREMENT IS COMPLETED
WILMA J. PICKETT CAIRO, IL	RN 113882	<b>Section 335.066.2 (1) (5) (12) (14) RSMo</b> From November 1998 until April 7, 1999, the Licensee began misappropriating Demerol for her personal consumption and tested positive for Demerol. On 12/27/99, possessed and consumed Morphine.	8/28/01 to 8/28/04
MARLENE P. SHIVERDECK GRASSY, MO	PN 036528	<b>Section 335.066.2 (5) (12)</b> In 5/98, a resident refused to walk from bed to a shower chair. The Licensee shouted and screamed at the resident and placed the resident on the floor of her room, not attempting to return the resident to her bed.	7/25/01 to 7/25/02
MELRENE TODD ARLINGTON, TX	PN 051020	<b>Section 335.066.2 (1) (14) RSMo</b> On 6/30/99, the Licensee knowingly possessed and consumed Marijuana. On 7/6/99, the Licensee tested positive for Marijuana as part of a pre-employment drug screen.	7/9/01 to 7/9/02
DEBORAH C. TRABUE HARRISBURG, MO	RN 096169	<b>Section 335.066.2 (2) RSMo</b> On 10/15/99, the Licensee pled guilty to class A misdemeanor stealing.	7/19/01 to 7/19/02
SHIRLEY A. TRIMMELL EDMOND, OK	RN 146293	<b>Section 335.066.2 (1) (5) (12) (14) RSMo</b> The Licensee misappropriated controlled substances for personal consumption from 12/98 to 2/15/99. On 2/15/99, the Licensee knowingly possessed and consumed Marijuana and medication containing opiates. On 2/15/99, tested positive for the presence of cannabinoids (Marijuana) and opiates.	7/17/01 to 7/17/04

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**SUSPENSION/PROBATION**

Name	License Number	Violation	Effective Date of Suspension	Effective Date of Probation
LUCY A. ELLIS EUREKA, MO	RN 069554	<b>Section 335.066.2 (1) (5) (12) RSMo</b> On 9/10/99, the Licensee was under the influence of alcohol while on duty, a breathalyzer test determined her BAL to be .287%. On 4/7/00, the Licensee was observed at a patient's bedside, administering a tube feeding to a patient, with an open can of beer on the patient's bedside table. A preliminary screen indicated a BAL of .247%. On 5/27/00, while at work, the Licensee was observed in her car drinking beer. The Licensee, upon admission to the hospital, was found to have a BAL of .318%.	8/28/01 to 8/28/2002	8/28/2002 8/28/06
HARVEY W. MORELAND ROLLA, MO	RN 117156	<b>Section 335.066.2 (1) (5) (12) (14) RSMo</b> Beginning in February 2000, the Licensee began misappropriating and consuming 300-400mg. of Demerol on a daily basis, and on occasion Dilaudid and Morphine. On 5/31/00, after being hired by another hospital until his termination on 6/29/00, the Licensee misappropriated and consumed approximately 800-1000 mg. of Demerol every shift he worked.	8/22/01 to 8/22/02	8/22/02 8/22/05

**VOLUNTARY SURRENDER**

Name	License Number	Effective Date
TERESA F. DICKSON SPRINGFIELD, MO	PN 038133	8/7/01
NICOLE MENDENHALL RAYTOWN, MO	PN 053741	6/29/01
JACQUELINE STACEY MOSER BATESVILLE, MO	RN 2000 152 429	6/25/01
RAYMOND D. POSTON MATHISTON, MS	RN 083452	8/01/01
PAT A. SELLERS WEST CHESTER, PA	RN 138849	8/16/01

\*Surrender is not considered a disciplinary action under current statutes.

**REVOKE LICENSES**

Name	License Number	Violation	Effective Date of Revocation
DIANE V. BENNETT INDEPENDENCE, MO	PN 056313	Violated Missouri State Board of Nursing Agreement by not attending required meetings and not submitting required documentation.	7/16/01
JONI GAUNT MARCELINE, MO	PN 058143	Violated Missouri State Board of Nursing Agreement by not attending required meetings and not submitting required documentation.	7/16/01
ROXANNA HULSEY BONNE TERRE, MO	RN 110526	<b>Section 335.066.2 (5) (12) RSMo</b> From 6/14/99 through 6/15/99, the licensee failed to account for four Demerol injectables. On 7/7/99 and 7/11/99, the licensee failed to account for all of the Demerol that she withdrew and was terminated for falsifying records. On 12/1/99, at another facility, the licensee failed to account for the excess Demerol she withdrew.	8/9/01
ROBIN KEITH ST LOUIS, MO	PN 049697	Violated Missouri State Board of Nursing Agreement by not attending required meetings and not submitting required documentation.	7/16/01
GARY H. WALKER ROELAND PARK, KS	PN 047745	Violated Missouri State Board of Nursing Agreement by not attending required meetings and not submitting required documentation.	7/16/01

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DID YOU CHANGE YOUR NAME?  
DID YOU CHANGE YOUR ADDRESS?  
DID YOU NOTIFY THE MISSOURI BOARD OF NURSING?

4 CSR 200-4.020 (15)(b) (1) says in part "If a change of name has occurred since the issuance of the current license, the licensee must notify the board of the name change in writing....." and (2) If a change of address has occurred since the issuance of the current license, the licensee must notify the board of the address change...."

Please feel free to use the form below to notify the board office of your name and/or address change.

records a letter verifying this change will be mailed to you.

NAME AND ADDRESS CHANGE NOTICE

1. Is this an address change? YES <input type="checkbox"/> NO <input type="checkbox"/>			
2. Is this a name change? YES <input type="checkbox"/> NO <input type="checkbox"/>			
<input type="checkbox"/> RN <input type="checkbox"/> LPN    Missouri License Number			
<b>OLD INFORMATION (please print):</b>			
First Name	Last Name		
Address :			
City	State	Zip Code	
<b>NEW INFORMATION (please print)</b>			
First Name	Last Name		
Address (if your address is a PO Box , you must also provide a street address):			
City	State	Zip Code	Telephone Number
Please provide signature:			

**Duplicate license instructions:**

It is not mandatory that you obtain a duplicate license. You may practice nursing in Missouri as long as your Missouri nursing license is current and valid. If you wish to request a duplicate license reflecting your new name, you must return ALL current evidence of licensure (the wallet size card and wall hanging document), and the required fee of \$15.00 for processing a duplicate license.

Return this completed form to: Missouri State Board of Nursing, P O Box 656, Jefferson City, MO 65102

**Is Your License Lost or Has It Been Stolen?**

If you would like to obtain a duplicate license because your license has been lost or stolen, please contact our office. Request an Affidavit for Duplicate License form or you may obtain it from the LICENSURE INFO/FORMS tab on the website at [www.ecodev.state.mo.us/pr/nursing](http://www.ecodev.state.mo.us/pr/nursing).

**You may contact our office in one of the following manners:**

- Internet E-mail: [nursing@mail.state.mo.us](mailto:nursing@mail.state.mo.us) (address changes only)
- Fax: 573-751-6745 or 573-751-0075
- Mail: Missouri State Board of Nursing, P O Box 656, Jefferson City MO 65102
- Telephone: 573-751-0681 (address changes only)